

June 10, 2022

Dear Beatitudes Community,

As COVID-19 continues to evolve, so does our response to it. The last two years have certainly taught us how to thrive in a dynamic, ever-changing environment. I've said many times, Beatitudes Campus is a resilient community. We care about each other. We evolve and innovate in ways that bring out the best in us. The last two years have been anything but normal, but we have been more alive and more aware than we usually have been. With so many uncertainties – the pandemic, workforce issues, cybersecurity threats, global supply shortages and so much more – we could have felt lost and destabilized. Instead, we took on the challenge of uncertainty and grew in resilience. We adapted and found a way to grow during uncertainty. We have been presented with so many opportunities to create an environment in which our residents and staff members can thrive and find meaning. Thank you for joining with each other on this journey.

Our fundamental needs have changed very little – engagement, safety, trust, security – but the way our needs present themselves has changed considerably. And we have adapted. For instance, Beatitudes Campus, as well as most businesses, faced a major workforce shortage. But we adapted – we changed up the process of recruiting, focused our job postings on mission and the people we serve. We held a successful job fair on campus. We advertised openings in places we never had before. We reviewed every position on campus to ensure the salary range was competitive with the Phoenix market. In just a few months, our shortage of team members has shrunk considerably.

With the “near normal” number of team players that we now have, we can now do so much more for our residents. We are always prioritizing the health and safety of our residents, staff and family members and are committed to respecting everyone's comfort levels. We continue to offer a mix of virtual and in-person events. We've been re-opening our dining services in a stepped fashion to ensure we had enough team members to operate successfully. And, starting this summer, all of our dining venues will be open in a limited fashion, the menus will be expanded, and for the first time in two years, we will be offering a special dining experience monthly in Elaine's Fine Dining starting on June 24.

Our in-person gatherings are coming back – the Wednesday “Beaded Lizards” music jam sessions featuring musicians from across the Phoenix area are playing together again. We are able to do marketing events and tours and are booked up like never before. We are able to celebrate with our greater community the many major contributions we have received during the past two years. Community volunteers have re-emerged because we have maintained a safe and healthy environment. The Power of the Purse Steering Committee, who work so hard to raise money for the Resident Assistance Fund at our annual fundraising event in November, has already started working furiously to make this year's event the best ever.

Even though COVID is staying with us longer than we had hoped, we have found ways to adapt. Based on data, Maricopa County is in the medium risk category for COVID infection and severe disease. The campus is continuing our rigorous staff COVID testing program. Right now, three Independent Living residents have COVID and are in quarantine. Five staff have COVID – one direct care and two support staff who work in the Health Care Center and two staff who work in Independent Living. We extend our deepest sympathy to the family and friends of one of our Health Care Center residents, who succumbed to COVID this week. May God’s light shine on them through their grief.

Beatitudes Campus is about people – our residents, their families and our team members. We are driven by mission and fueled by our core values and a passion to serve. Thank you for joining us on this journey.

My best,



Michelle Just, President and CEO

